

[FINEOS Absence](#) simplifies integrated absence, accommodation, and disability complexity through compliance expertise and oversight that are embedded in the software functionality and technology controls. FINEOS Absence covers all major federal, state, and local leave laws, such as the FMLA and state-equivalent laws. FINEOS Absence also covers major paid leave laws, including New York Paid Family Leave (NY PFL) and other statutory-mandated paid leave laws.

FINEOS Absence remains current with the ever-changing legislative and regulatory landscape. Our in-depth compliance process is led by FINEOS SVP, Product Compliance, [Lori Welty](#), Esq., who is a licensed attorney and industry expert, and monitors, researches and analyses changes to federal, state, and local leave laws. Notices of pertinent changes are distributed throughout the company internally and to clients. FINEOS Absence system's business rules are updated to incorporate legal updates ahead of the effective date and change notifications are sent to clients. FINEOS Absence can provide guidance on training and business processes due to legislative and regulatory changes.

[FINEOS Claims](#) is supported by the FINEOS compliance legal team, led by our SVP Product Compliance, [Lori Welty](#), Esq., who is a licensed attorney and industry expert. Each client is responsible to ensure full ERISA and state regulatory compliance, as applicable, however, FINEOS provides legislative the regulatory notices to clients regarding changes impacting disability claims management. FINEOS Claims workflow is optimized for ERISA compliance and clients can easily configure FINEOS Claims to ensure a compliant workflow, claims process, and communications.

## ADA and Accommodations

Workplace accommodation is essential to a comprehensive stay-at-work, return-to-work, and integrated absence and disability program. [FINEOS Absence](#) accommodation solution facilitates the interactive process and captures required documents and conversations, creating a comprehensive and auditable accommodation case file that ensures compliance with the ADA, and state accommodation laws, including pregnancy accommodation laws. FINEOS Absence focuses on an employee's limitation and comprehensive accommodations that enable the employee to stay or return to work. In addition to workplace accommodations, FINEOS Absence provides leave as an accommodation as part of an overall interactive process and accommodation offering.

## Leave Law Scope

[FINEOS Absence](#) includes the leave law categories listed below. All categories listed below are tracked for changes to laws and regulations so that if any jurisdiction has introduced legislation or proposed rulemaking to revise or introduce new regulation in the legislative body, they are actively tracked.

### Federal:

- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA) – both leave and workplace accommodations
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

### State and Puerto Rico:

- Family and Medical
- Pregnancy/pregnancy disability
- Parental/bonding
- Family military exigency
- Military caregiver/injured service member
- School activities and small necessities
- Domestic violence
- Crime victim
- Donor leave (organ, bone marrow, and blood)
- Paid family and medical
- Paid disability
- Paid sick and safe leave – tracking purposes (accrual handling is planned for the future)

### Local government/municipal:

- Unpaid leave in the categories identified in section (b) State
- Paid sick and safe leave – tracking purposes (accrual handling is planned for the future)